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PTO/SB/01 (12-97)

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**DECLARATION FOR UTILITY OR
DESIGN
PATENT APPLICATION
(37 CFR 1.63)**

Declaration Submitted with Initial Filing OR Declaration Submitted after Initial Filing (surcharge (37 CFR 1.16 (e)) required)

Attorney Docket Number	50-03-006
First Named Inventor	Uma M. Krishnamurthy, et al
COMPLETE IF KNOWN	
Application Number	10 / 603,061
Filing Date	June 24, 2003
Group Art Unit	3629
Examiner Name	Not yet assigned

As a below named inventor, I hereby declare that:

My residence, post office address, and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled:

SYSTEM, METHOD, AND COMPUTER PROGRAM PRODUCT FOR EMPLOYEE MIGRATION ASSESSMENT AND FORECAST

the specification of which

(Title of the Invention)

is attached hereto

OR

was filed on (MM/DD/YYYY) as United States Application Number or PCT International

Application Number and was amended on (MM/DD/YYYY) (if applicable).

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment specifically referred to above.

I acknowledge the duty to disclose information which is material to patentability as defined in 37 CFR 1.56.

I hereby claim foreign priority benefits under 35 U.S.C. 119(a)-(d) or 365(b) of any foreign application(s) for patent or inventor's certificate, or 365(a) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, by checking the box, any foreign application for patent or inventor's certificate, or of any PCT international application having a filing date before that of the application on which priority is claimed.

Prior Foreign Application Number(s)	Country	Foreign Filing Date (MM/DD/YYYY)	Priority Not Claimed	Certified Copy Attached? YES	Certified Copy Attached? NO
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional foreign application numbers are listed on a supplemental priority data sheet PTO/SB/02B attached hereto.

I hereby claim the benefit under 35 U.S.C. 119(e) of any United States provisional application(s) listed below.

Application Number(s)	Filing Date (MM/DD/YYYY)	<input type="checkbox"/> Additional provisional application numbers are listed on a supplemental priority data sheet PTO/SB/02B attached hereto.

[Page 1 of 2]

Burden Hour Statement: This form is estimated to take 0.4 hours to complete. Time will vary depending upon the needs of the individual case. Any comments on the amount of time you are required to complete this form should be sent to the Chief Information Officer, Patent and Trademark Office, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Assistant Commissioner for Patents, Washington, DC 20231.



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DECLARATION — Utility or Design Patent Application

I hereby claim the benefit under 35 U.S.C. 120 of any United States application(s), or 365(c) of any PCT international application designating the United States of America, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT International application in the manner provided by the first paragraph of 35 U.S.C. 112, I acknowledge the duty to disclose information which is material to patentability as defined in 37 CFR 1.56 which became available between the filing date of the prior application and the national or PCT international filing date of this application.

U.S. Parent Application or PCT Parent Number	Parent Filing Date (MM/DD/YYYY)	Parent Patent Number (if applicable)				
<input type="checkbox"/> Additional U.S. or PCT international application numbers are listed on a supplemental priority data sheet PTO/SB/02B attached hereto.						
As a named inventor, I hereby appoint the following registered practitioner(s) to prosecute this application and to transact all business in the Patent and Trademark Office connected therewith: <input checked="" type="checkbox"/> Customer Number 34279 → <input type="checkbox"/> Place Customer Number Bar Code Label here <input type="checkbox"/> OR <input type="checkbox"/> Registered practitioner(s) name/registration number listed below						
Name	Registration Number	Name	Registration Number			
<input type="checkbox"/> Additional registered practitioner(s) named on supplemental Registered Practitioner Information sheet PTO/SB/02C attached hereto.						
Direct all correspondence to: <input checked="" type="checkbox"/> Customer Number or Bar Code Label 34279		<input type="checkbox"/> OR <input type="checkbox"/> Correspondence address below				
Name						
Address						
Address						
City	State	ZIP				
Country	Telephone	Fax				
I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under 18 U.S.C. 1001 and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.						
Name of Sole or First Inventor: Uma M.		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle if any) Uma M.		Family Name or Surname Krishnamurthy				
Inventor's Signature			Date 15/10/03			
Residence: City	Chennai	State	Country	India	Citizenship	India
Post Office Address	40/58, Outer Circular Road					
Post Office Address	Kilpauk Gardens					
City	Chennai	State	ZIP	600 010	Country	India
<input checked="" type="checkbox"/> Additional inventors are being named on the X supplemental Additional Inventor(s) sheet(s) PTO/SB/02A attached hereto						



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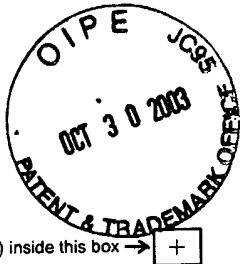
DECLARATION

ADDITIONAL INVENTOR(S) Supplemental Sheet

Page 1 of 2

Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
Pushpa		Neelakantan				
Inventor's Signature	<i>Pushpa</i>					Date
Residence: City	Chennai	State	TN	Country	India	Citizenship
Post Office Address	1075/3, Ponni Colony					
Post Office Address	26th Street, H Block, Anna Nagar					
City	Chennai	State	TN	ZIP	600 040	Country
Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
Radhika R.		Gannamani				
Inventor's Signature	<i>G. Radhika R.</i>					Date
Residence: City	Tanuku	State		Country	India	Citizenship
Post Office Address	c/o Krishnaji G., House #35-53-14					
Post Office Address	Montessori School Road					
City	Tanuku	State		ZIP	534 215 AP	Country
Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
David		Peterson				
Inventor's Signature						Date
Residence: City	Springboro	State	OH	Country	USA	Citizenship
Post Office Address	30 Dogwood Court					
Post Office Address						
City	Springboro	State	OH	ZIP	45066	Country

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PTO/SB/02A (3-97)

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DECLARATION		ADDITIONAL INVENTOR(S) Supplemental Sheet	
		Page <u>1</u> of <u>2</u>	

Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
Pushpa		Neelakantan				
Inventor's Signature					Date	
Residence: City	Chennai	State		Country	India	Citizenship
Post Office Address	1075/3, Ponni Colony					
Post Office Address	26th Street, H Block, Anna Nagar					
City	Chennai	State		ZIP	600 040	Country
Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
Radhika R.		Gannamani				
Inventor's Signature					Date	
Residence: City	Tanuku	State		Country	India	Citizenship
Post Office Address	c/o Krishnaji G., House #35-53-14					
Post Office Address	Montessori School Road					
City	Tanuku	State		ZIP	534 215 AP	Country
Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
David		Peterson				
Inventor's Signature					Date	10/10/03
Residence: City	Springboro	State	OH	Country	USA	Citizenship
Post Office Address	30 Dogwood Court					
Post Office Address						
City	Springboro	State	OH	ZIP	45066	Country

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DECLARATION		ADDITIONAL INVENTOR(S) Supplemental Sheet Page <u>2</u> of <u>2</u>
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Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
Ronald		Frederick				
Inventor's Signature	<i>Ronald J. Frederick</i>					10/10/03 Date
Residence: City	Beavercreek	State	OH	Country	USA	Citizenship
Post Office Address	1744 Lesourd Drive					
Post Office Address						
City	Beavercreek	State	OH	ZIP	45432	Country
Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
Inventor's Signature						Date
Residence: City		State		Country	Citizenship	
Post Office Address						
Post Office Address						
City		State		ZIP		Country
Name of Additional Joint Inventor, if any:		<input type="checkbox"/> A petition has been filed for this unsigned inventor				
Given Name (first and middle [if any])		Family Name or Surname				
Inventor's Signature						Date
Residence: City		State		Country	Citizenship	
Post Office Address						
Post Office Address						
City		State		ZIP		Country

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